



DEPARTMENT OF EDUCATION

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PUBLIC MEETING MINUTES: DPAS-II Advisory Sub-Committee Meeting
MEETING DATE AND TIME: Monday, December 14, 2015 – 2:00 pm
PLACE: Conference Rooms C & B,
Collette Resource Center, Dover, DE
MINUTES APPROVED: January 13, 2016

MEETING MINUTES

MEMBERS PRESENT

Jackie Kook, Delaware State Education Association (DSEA) - Chair
Dr. David Santore, DE Association for School Administrators (DASA) – Co-Chair
Sherry Antonetti, Delaware State Education Association (DSEA)
Clay Beauchamp, Delaware State Education Association (DSEA)
Matthew Burroughs, School Chief's Association (proxy for Dr. Susan Bunting) – *arrived at 4:50pm*
Kent Chase, DE Association for School Administrators (DASA)
Bill Doolittle, Parent Representative – *arrived at 2:23pm*
Clifton Hayes, DE Association for School Administrators (DASA) – *arrived at 4:50pm*
Dr. Charlynn Hopkins, DE Association for School Administrators (DASA) – *arrived at 2:42pm*
Rhiannon O'Neal, Delaware State Education Association (DSEA) – *arrived at 4:50pm*
David Tull, DE State School Board Association
Dr. Lisa Ueltzhoffer, Newark Charter - Charter School Representative
Tyler Wells, DE Association for School Administrators/DE State Education Association (Higher Education)

DEPARTMENT STAFF/OTHER MEMBERS

Eric Niebrzydowski, DDOE – *left the meeting at 4:30pm*
Laura Schneider, DDOE – *left the meeting at 3:30pm*
Christopher Ruszkowski, DDOE
Renee' Holt, DDOE, Secretary - *left the meeting at 4:00pm*

MEMBERS ABSENT

Dr. Susan Bunting, School Chief's Association/ (DPAS-II Advisory Committee Chairperson)
The Honorable David Sokola
Donna R Johnson, Delaware State Board of Education

OTHERS PRESENT

Deborah Stevens, Delaware State Education Association (DSEA)

Kristin Dwyer, Delaware State Education Association (DSEA)

Call to Order

Ms. Kook called the meeting to order at 2:17 p.m.

Approval of Agenda

Ms. Kook called for agenda approval. Dr. Santore made a motion, seconded by Mr. Chase to approve the agenda as written. The motion was passed by a unanimous vote.

Approval of Minutes

The Sub-committee reviewed the minutes and updates were clarified. Ms. Kook called for motion to approve minutes as amended. Mr. Beauchamp made a motion, seconded by Mr. Tull to approve the minutes as amended. The motion was passed by unanimous vote.

Parent Committee Response to Recommendation

Ms. Kook announced the Sub-Committee would entertain public comments and questions in accordance with the agenda.

Ms. Kook reviewed the Parent Committee's response as a result of the Sub-committee recommendation. Ms. Kook stated there was still push back from the Committee and the focus was on Annual Summatives. She clarified that the Parent Committee wanted an overhaul that would make the annual cycle more manageable. Ms. Kook referenced the presentation from Colonial School District that was given at the Parent Committee meeting – highlighting Colonial's alternative evaluation system included annual summatives.

Dr. Ueltzhoffer offered additional clarification of the Parent Committee's charge to the Sub-Committee that was explained during a DASA meeting.

Ms. Kook shared results of further discussion with the author of the legislation establishing the Sub-Committee and confirmed that the Sub-Committee was to work on their legislative charges and focus their efforts to meet the deadline. She also reiterated that developing a plan for annual evaluations was a part of the overall charge.

To assist the discussion, Ms. Kook provided a work session guidance document and suggested the group develop a Plan A (designed around the current system) and Plan B (she used the example of Colonial School District's evaluation system). Further discussion again raised the point that the two years of data supported no annual summatives (as it currently exists).

Mr. Niebryzdowski requested clarification as to what the Sub-Committee wished to accomplish at the meeting.

During discussion, Dr. Santore summarized the goal was to build a better Component V and create something that would hold the educators accountable, that was equitable, and was in the best interest of the students. It was established that the Sub-Committee would break out into

representative groups and look at the system as a whole from a blank slate and then bring in the existing features and measures after the initial discussions so as not to limit the work to modifying existing processes and requirements.

Dr. Santore clarified the Sub-Committee would entertain Public Comment at the established time in the agenda and thanked the public in attendance for their understanding and patience.

The group called a break at 3:00pm to change locations and divide into their working groups.

Group Break-out Sessions (*notes provided by Jackie Kook, Chair*)

The full sub-committee split into two representative groups for the purpose of discussions around the purpose and use of student achievement data. Group A was comprised of administrators Lisa Ueltzhoffer, Char Hopkins, and Kent Chase, with parent representative Bill Doolittle, facilitated by Chair Jackie Kook, in conference room C. Group B was comprised of teachers/specialists Clay Beauchamp and Sherry Antonetti, with higher ed representative Tyler Wells and school board representative David Tull, facilitated by Co-Chair Dave Santore.

Results of Group A Discussion:

We believe Component V as it currently exists (primarily for oversight by DOE) should be removed from the educator evaluation system. All educators should be held accountable, and local districts should develop accountability measures that work for their student population within the federal regulations (specifically for math, ELA, science, and social studies disciplines). The assessments should align with the district vision (how will your method of assessing students add value to what the school and district are doing), and the accountability should be based on the widest array of multiple measures practical.

Some examples of potential measures are the NWEA/MAP tests, College Board tests (PSAT, SAT, etc.), portfolios, individualized learning, and goals set by educators and evaluators working together (through conferencing).

Results of Group B Discussion:

System needs to be: equitable across the employee groups, aligned with standards, measures adequate to accurately assess effectively, not too time consuming for all educators

System needs to include: standardized measure that is meaningful to instruction, standards based on specific educator/discipline, multiple measures, personalized individual goals for student/client growth, same type of standardized measure incorporated, student portfolio based, where does a “state” test come into play (option?)?

Key take-aways: we want to measure what students are doing, make it equitable and accurate, and individualize as much as possible within disciplines while maintaining a standardized format for at least one of the multiple measures; if Component V remains, it **MUST** be of equal weight to Components I-IV.

The Sub-Committee called a break from 4:25-4:40 to switch rooms.

During the break, Rhiannon O'Neal, Clifton Hayes, and Matt Burroughs (proxy for Susan Bunting) joined the sub-committee meeting.

Overall Summary

The group wants the recommendations to be as specific as possible. Bill Doolittle recommended a report out of the recommendations by February for legislative purposes, as impending DE legislation could potentially impact the direction of the committee's work on student achievement in particular and there is an opportunity to shape that legislation if the sub-committee's ideas are out there in time.

Lisa Ueltzhoffer said the power should go back into the conversation between the educator and the evaluator in terms of addressing the student achievement in the classroom. Dave Santore raised a concern about how strong the evidence would be and both he and Bill Doolittle stressed the need to find a balance between overly prescriptive and completely flexible systems for tying student achievement to educator evaluation.

Tyler Wells stated that there should be multiple measures, and one should be standardized while others can be more individualized.

Public Comment

Kristin Dwyer and Deborah Stevens, both from DSEA, was focused on clarifying the charges of the sub-committee and changes that will come from the recent passage of the Every Student Succeeds Act. Christopher Ruszkowski of the Department of Education also commented on the specific charges of the sub-committee.

There was a great deal of discussion around the charges of the sub-committee and the expectations for disseminating recommendations. The sub-committee members decided that the practice of reporting out to the parent committee and considering their responses was unnecessary moving forward, especially given the presence of seven members sitting on both committees. The point was raised that members do not necessarily want one group doing work contrary to the other group, but those dual-committee members should be able to make sure any tasks are not operating from opposing stances. It was also mentioned that even if each group made different recommendations the State Board, Secretary of Ed, and House and Senate Education Committees could consider each side and make their own decision.

The point was made that some sub-committee members felt pressure around certain tasks, most notably outlining a process for implementing annual summative ratings, due to the repeated statements by Department of Education representatives that if we do not achieve these goals another group will be brought in that will. Sub-committee members in general felt that the work around the student achievement measure of educator evaluation will naturally lead to the topic of an annual educator review.

Jackie Kook agreed to type up the results of the breakout sessions and send those along with the notes from the conversation to the sub-committee for review between now and the January meeting.

Future Meeting Date

The next meeting of the sub-committee is set for February 1, 2016 from 4:30-6:30 pm.

Adjournment

At 6:10 pm Mr. Tull made the motion to adjourn, which was seconded by Dr. Santore. The motion passed unanimously.

Related Documents:

Title 14 – Chapter 12 – Subchapter VII

<http://delcode.delaware.gov/title14/c012/sc07/index.shtml>

House Joint Resolution No. 6

106A – DPAS-II for Teachers

<http://regulations.delaware.gov/AdminCode/title14/100/106A.shtml#TopOfPage>

107A – DPAS-II for Specialists

<http://regulations.delaware.gov/AdminCode/title14/100/107A.shtml#TopOfPage>

108A – DPAS-II for Administrators

<http://regulations.delaware.gov/AdminCode/title14/100/108A.shtml#TopOfPage>

Respectfully submitted,

Renee' Holt

Secretary